MI SHA NEWS

Vol. 4, No. 4 | Michigan Occupational Safety and Health Act (MIOSHA) | Fall 2000

What Luck?!

By: Richard J. Mee, Chief
Construction Safety Enforcement Division

My first reaction when I saw this remarkable photo was how lucky this man was that his personal fall arrest system saved him. He had been working on a suspended, swing stage scaffold on the side of a building 60 feet above ground. A fall of 60 feet would have almost certainly been fatal.

Without warning, one of the two suspension cables supporting the scaffold broke. This caused the scaffold to fall out from under him to a vertical orientation where it was hanging by only one of the two suspension cables. This worker was literally dumped off the scaffold.

(Photo by: Richard Lee , Detroit Free Press.)
A worker whose scaffold collapsed is rescued by a Southfield firefighter.

Ask this worker if using his safety equipment is important

The Details

Two workers, with Western Waterproofing Company of Livonia, were sandblasting the outside of an office building in Southfield. Their scaffold gave way at about 1:20 p.m. on July 17, 2000. They were rescued by Southfield firefighters. One worker (not pictured) dropped below the scaffold and was rescued in about 20 minutes by a truck ladder. The worker pictured could not be reached by the truck ladder. A firefighter rappelled down to the worker and lowered him to the ground in about 50 minutes.

The Good News

Personal fall arrest systems (PFAS) were worn by both men on the scaffold. They were spared a tragic fall to the ground and remained safely suspended in their harnesses until rescuers arrived.

A PFAS consists of a body harness connected by lines and hardware to a secure anchorage and is designed to safely stop a falling person. The PFAS is required by MIOSHA standards to be properly rigged and worn by each person on a suspended scaffold of this type. Last year, however, the Construction Safety Division cited employers 64 times for failure to ensure employees are protected when working on elevated platforms.

Was It Luck, Or?

It was surely a conscious decision by the two workers to properly rig, attach, and wear their harnesses that day. They probably had done so many, many times before and never had an experience where their PFAS had saved them. They likely never even had a close call.

Was it luck that saved this worker? Maybe, but the decision to use protective equipment trumps luck every time! ■

NOTICE: In the last issue, a photo of the new **DEQ Building** under construction appeared in the *Anatomy of an Accident* article. Please see the correction on page 19.

In This Issue

CIS
Serving Michigan . . . Serving You
Consumer and Industry Services

From the Bureau Director's Desk

MIOSHA Program Update

By: Douglas R. Earle, Director
Bureau of Safety & Regulation

New Inspection Scheduling System

In the summer edition of the MIOSHA News, I made reference to a new inspection scheduling system that would be used by the MIOSHA program in the near future. The near future is now. On page 3 of this edition you will find an article devoted to the new MIOSHA inspection scheduling system for what we call "programmed or scheduled inspections."

As the article notes, the new system is based on a variety of data bases, not simply one or two as was our previous system. The new system incorporates, as one of its most significant elements, our strategic plan targeted industries and injuries. We are also using several public and private data base sources to assist us in scheduling inspections for those establishments with the greatest hazard experience. The same data, although in a different configuration, is being used by Consultation Education and Training (CET) Division to help target our consultation, education and training services. The new system will begin on October 1 of this year, and we will keep you advised of its effectiveness.

MIOSHA 25th Anniversary

Earlier this summer we had a bureau-wide staff meeting in Lansing. Part of the first day we looked back at the 25-year history of MIOSHA. (See article on page 10.) The celebration of the 25th anniversary year of MIOSHA included informative and entertaining discussions about our formative years.

It was indeed a once-in-a-lifetime experience to hear the MIOSHA icons of the past and present speak about the program. I am sure the MIOSHA celebration will remain a lasting memory for many of those who attended. We are grateful to the speakers and for all the retirees who helped us recognize the MIOSHA program.

Ford Settlement Agreement Update

In another follow up to previous columns, in the Fall 1999 edition of the MIOSHA News, I spoke of the historical settlement agreement with the Ford Motor Company and the UAW concerning the aftermath of the MIOSHA investigation of the explosion that occurred at the Ford Rouge Power Plant on February 1, 1999. In order to bring you up to date on what occurred, I want to take a moment to cover the elements of the settlement agreement and what has been done with those significant and important commitments.

Within 30 days of the agreement, Ford paid the $1.5 million dollar civil penalty and submitted abatement information as was agreed to as part of the settlement. Within the same period of time, Ford committed the $1.5 million to the three burn centers: Detroit Receiving Hospital, St. Vincent's Hospital of Toledo, and the University of Michigan Hospital, as well as Oakwood Hospital that acted as the triage point for the burn victims. Ford also established the scholarship fund of $1 million in the names of the workers who died in the February 1st explosion. All employees of Ford Motor Company's children and dependents are eligible for the scholarship monies.

Ford also began immediately after the settlement to follow-up on the company-wide assessment of the power plants and places where more than 400,000 BTUs per hour or greater of gas are used in Ford's processes. In accordance with these provisions of the settlement, Ford completed its assessment, developed protocols, and methods of operation to improve safety, and conducted training of employees that either work in power generation or with natural gas at over 400,000 BTUs per hour or greater.

In addition, representatives of Ford, the UAW, and MIOSHA met to develop a process for issuing grants for the research and outreach in areas of occupational safety and health. These grants comprised another $1 million of the settlement agreement. A number of excellent proposals were received. The final selections were **Michigan State University**, **Parents for Student Safety Employment Standards (PASSES)**, **Southeast Michigan Coalition on Occupational Safety and Health (SEMCOSH)**, and **Design Safety Institute**. The grant monies were released to the grantees in the early fall.

There is one other element of the settlement which is still ongoing. It involves the potential reimbursement of MIOSHA for staff time utilized in responding to third party litigation involving the February 1st explosion. Initially, we did not anticipate that there would be any significant litigation, however, it appears that there may still be some protracted lawsuits that could require depositions or presence to testify of MIOSHA staff. Therefore, the potential is still real for the MIOSHA program to seek reimbursement up to $500,000 from Ford Motor Company for the cost to the MIOSHA program of making staff available in these third party cases.

Douglas R Earle

New MIOSHA Scheduling System

For General Industry Inspections & CET Services

By: Martha Yoder, Chief
General Industry Safety Division

Beginning October 1, 2000, the MIOSHA program will implement a new inspection scheduling system for compliance staff in the General Industry Safety Division. The new program will improve MIOSHA's ability to target establishments for inspection that have the most problems, and avoid inspecting those establishments that are providing a safe and healthful work environment.

This new inspection scheduling system is based on multiple data sources. Most significant is the addition of workers' compensation data to the information sources used. Data sources also include: previous MIOSHA inspection history, employer directories, and information collected through the federal OSHA data initiative.

Primary Inspection Focus

Under the new system, employers reporting higher numbers of compensable workers' compensation cases in selected Standard Industrial Classification (SIC) codes and randomly selected establishments will be identified for inspection. Most of the specific SICs selected for inspection are based on the goals established in the MIOSHA Strategic Plan for Fiscal Years 1999 through 2003. The plan calls for reductions of certain injuries and illnesses and reductions in selected industries by 15 percent at the end of the strategic plan period.

During Fiscal Year 2001, which begins October 1, 2000, targeting for General Industry inspections will primarily address goals of reducing amputation injuries and reducing the injury and illness rate in the following industries: metal stampings, metal forging, nursing homes, meat processing, and public sector educational services.

Primary inspection focus will be placed in the amputation, metal stampings, and metal forging areas. Additional inspection activity is planned for the meat processing, nursing home, and public sector educational industries. (See sidebar for a list of strategic plan SIC codes.) These injury and industry specific initiatives will be augmented with workplaces selected from all SICs experiencing greater numbers of compensable workers' compensation cases, as well as randomly selected worksites. The General Industry Safety Division will continue its current practice of investigating program-related fatalities, valid employee complaints, accidents and referral, in addition to schedule inspection activity.

CET Services

The Consultation Education and Training (CET) Division will also use these data sources as part of its targeting for outreach activities. This data will enable the CET Division to focus outreach and training efforts on those companies with the greatest need. CET is developing self-help kits for employers in industries addressed by the strategic plan. Special outreach efforts including seminars, mailings, and articles are planned to provide information on workplace safety requirements and best industry practices. In addition, employers can request a visit from a safety or health consultant. Consultation activities are free, voluntary, and performed by a staff separate from the enforcement program.

Data Resources

In the past, workers' compensation data had been used to schedule inspections and outreach activities. However, an amendment to the Workers' Compensation Act increased confidentiality of certain information contained on the *Workers' Compensation Basic Report of Injury Form 100*. Because of the way the amendment was worded, it also limited access to information on individual cases by other agencies.

While access to individual case information was no longer possible, aggregate data was possible. With support from the Bureau of Workers' Compensation, aggregate data was provided to MIOSHA in a format that does not replicate the Workers' Compensation Form 100, but included useful information. The worker's compensation aggregate data was supplemented by information obtained from the Lexis-Nexis data base to produce a list which will be helpful in scheduling MIOSHA inspections and consultation services. A team lead by Dr. Ayalew Kanno, CET Assistant Chief, worked to create the list that is the basis for the new scheduling system.

For more information on voluntary compliance materials or activities, contact the **CET Division** at **517.322.1809.** ■

MIOSHA Strategic Plan Focus

For the three compliance divisions:

Construction Safety Division
General Industry Safety Division
Occupational Health Division

and the

Consultation Education & Training Division

As part of the MIOSHA Strategic Plan, inspection and outreach activity will focus on the following Standard Industrial Classification (SIC) codes.

Top Three Targeted Injuries & Illnesses

1. Amputations

2430-2439	Millwork, Plywood, Struc. Members
3440-3449	Fabricated Structural Metal Products
3460-3469	Metal Forgings & Stampings
3490-3499	Misc. Fabricated Metal Products
3714	Motor Vehicle Parts/Accessories

2. Overexertion/Repetitive Motion

2010-2015	Meat Products
3440-3449	Fabricated Structural Metal Products
3460-3469	Metal Forgings & Stampings
8050-8059	Nursing & Personal Care Facilities

3. Noise-Induced Hearing Loss

2410-2431	Logging, Sawmills & Millwork
2510-2512	Household Furniture
3320-3322	Iron & Steel Foundries
3365-3369	Nonferrous Foundries
3440-3469	Fabricated Structural Metal Products

Top Five High-Hazard Industries

1. Nursing & Personal Care Facilities
8050-8059

2. Metal Forgings & Stampings
3460-3469

3. Meat Products
2010-2015

4. Fabricated Structural Metal Products
3440-3449

5. Construction
1500-1799

Workplaces experiencing high injury/illness rates

All SICs

Targeted Public Sector Industry

Education Services
8210-8222

The MIOSHA Strategic Plan is on the bureau website at www.cis.state.mi.us/bsr.

Ergonomics

It's Time for Employers and Employees to Take Action

By: Richard Zdeb, Safety Consultant
Consultation Education & Training Division

Ergonomics is a common term in today's workplace. To MIOSHA, ergonomics means: working smarter and safer. Ergonomics can help protect a worker's body from unnecessary wear and tear, and reduce painful injuries.

Nationally, OSHA estimates that annually there are more than 600,000 lost workday cases of work-related musculoskeletal disorders (MSDs) such as back sprains and strains, tendinitis and carpal tunnel syndrome. Twenty-five percent of these cases are back strains and sprains. The Bureau of Labor Statistics reports that 25 percent of all general industry jobs are in manufacturing and material handling–yet these industries account for 60 percent of all MSDs.

One way federal OSHA has emphasized their commitment to MSD reduction is by pursuing an ergonomics standard. Public hearings across the country have been conducted by OSHA on the proposed standard.

Although at present, there is no OSHA or MIOSHA ergonomics standard, the MIOSHA enforcement divisions have issued citations to companies with excessive MSDs. The violations are written under the provisions of the general duty clause of the MIOSHA Act 154. The general duty clause obligates an employer to provide a workplace free of recognizable hazards.

***Ergonomic Risk**–This worker is demonstrating several MSD job risk factors. He is performing a repetitive task with poor posture, and is over reaching and lifting a heavy load and twisting with the load.*

Costs of Work-related MSDs

The costs of work-related MSDs to employers include: loss of the experienced worker on the job, reduced productivity and quality performance, low employee morale, increased absenteeism and turnover, and the potential for increased workers' comp insurance. OSHA research indicates the average amount in direct costs saved by employers, for each MSD prevented, is $22,500.

If an MSD appears on the MIOSHA Log 200, it is a "red flag" which may indicate serious problems. By definition, cumulative trauma occurs over a period of time. If one employee develops an MSD, it is likely other employees may develop similar injuries–it's just a matter of time.

A coordinated ergonomic effort is needed between the worker and the employer. This coordinated effort must be directed at the job risk factors associated with MSDs, which can be readily seen and identified. Controlling and eliminating the basic job risk factors of excessive force, repetition and poor posture can make a significant impact in MSD reduction.

Controlling Job Risk Factors

There are various methods to correct jobs with excessive job risk factors. These include engineering, administrative and medical controls. Engineering the problem out of the job is the preferred method. Engineering controls include the design/modification of the workstation, the tools required to perform the job, and the material handling equipment. Ideally, the ergonomic problem should be addressed at the design stage before the worker is exposed.

Too often there is resistance to implementing engineering controls. The terms engineering controls and unreasonable costs seem to go hand in hand for some employers. In many situations, long-term solutions can be attained with minimal expense. In a recent study by OSHA, it was estimated that the average annual cost to alter a job so that it will not cause an MSD is $150.

Administrative controls are generally implemented when engineering controls are not feasible. These include: work rest cycling, job rotation, work enlargement, and training in hazard recognition. Medical controls include the use of personal protective equipment, early intervention and treatment. Personal protective equipment should not be implemented without consulting a medical professional. Again, administrative and medical controls are usually not as reliable a solution as engineering controls for permanent corrective action.

***Ergonomic Risk**–This worker is demonstrating several MSD job risk factors. She is working at a terminal with poor posture. The screen is too low, which is causing improper neck alignment, and she has incorrect arm and wrist alignment.*

The Key is Training

The key to addressing MSDs is Training:

- Training in Ergonomic Awareness–recognizing the job risk factors and their effects on specific body parts,
- Training in Hazard Recognition–applying the job risk factors to problem jobs,
- Training in Ergonomic Job Safety Analysis–using analytical tools to identify the tasks and sub-tasks of a job, and
- Training in Team Building and Problem Solving.

Below are the key elements in Team Building and Problem Solving:

- Encouraging participation at all levels,
- Understanding the role of each worker,
- Consensus decision making,
- Brainstorming and networking abilities, and
- Developing an environment of trust.

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2001 Ergonomics Seminars

Location	Date
Sault Ste. Marie	January 9
Cadillac	January 11
Clarkston	February 21
Mt Pleasant	March 5
Lansing	March 21
Livonia	May 1
Bay City	May 3
Grand Rapids	September 11
Kalamazoo	September 18

For details on the January seminars, please check the Education & Training Calendar on page 13. Details on the remaining 2001 seminars will be in future issues.

Bloodborne Infectious Diseases Compliance Directive Update

By: Janet E. Fekete, M.S., Industrial Hygienist
Consultation Education & Training Division

Effective Nov. 5, 1999, the federal Occupational Safety and Health Administration (OSHA) issued Enforcement Procedures for the Occupational Exposure to Bloodborne Pathogens, Compliance Directive CPL 2-2.44D. This new compliance directive updates one issued in 1992. It provides guidance for enforcement staff and clarifies policies established within the last decade. It discusses the availability of safer devices, better medical treatment following exposure incidents, and clarifies other OSHA policies.

The directive recognizes the advances made in medical technology and emphasizes that employers must use readily-available technology in their safety and health programs. The directive emphasizes that there are other bloodborne pathogens besides the hepatitis B virus (HBV) and human immunodeficiency virus (HIV) that are present in human blood or other potentially infectious material that may need to be addressed by the employer. This article highlights key revisions of the directive.

Bloodborne Pathogens

While HBV and HIV are specifically identified as "bloodborne pathogens" in the rules, the term includes any pathogenic microorganism that is present in human blood or other potentially infectious material and can infect and cause disease in people. Pathogenic microorganisms can also cause diseases such as hepatitis C, malaria, syphilis, babesiosi, brucellosis, leptospirosis, arboviral infections, relapsing fever, Creutzfeldt-Jakob disease, adult T-cell leukemia/lymphoma (caused by HTLV-I), HTLV-I associated myelopathy, diseases associated with HTLV-II, and viral hemorrahagic fever.

Initial and annual training must convey the idea that a number of bloodborne diseases other than HIV and HBV exist, including hepatitis C. At the same time, the employer need not cover such uncommon diseases as Creutzfeldt-Jakob disease unless it is appropriate, for example, employees working with that particular virus in a research facility.

Exposure Control Plan

The revised directive emphasizes the requirement of an annual review of the employer's exposure control plan. The exposure control plan must include updated engineering controls, as well as safe work practices and personal protective equipment. The employer must ensure the effectiveness of their choice of engineering control through regularly scheduled inspections.

OSHA's traditional adherence to a hierarchy of controls requires engineering and work practice controls as the primary means of eliminating or minimizing employee exposure. If engineering and work practice controls do not eliminate exposure, the use of personal protective equipment (e.g., eye protection, masks, gloves, etc.) is still required.

Safer medical devices are generally of two types: needleless systems (e.g., needleless systems IV connectors) and sharps with engineered sharps injury protection (e.g., self-sheathing needles on syringes). Substitution methods such as the use of plastic (instead of glass) capillary tubes are also available. Safety evaluation forms and a website resource list are provided in the compliance directive appendices to assist in the employer's evaluation of these devices.

The Food and Drug Administration (FDA) has published specific design features for recessed needle systems. These guidelines can be found in the FDA Safety Alert, April 16, 1992, and the Draft Supplementary Guidance on the Content of Premarket 510(K) Submissions for Medical Devices with Sharps Injury Prevention Features, March 1995. The FDA Safety Alert is titled: Needlestick and Other Risks from Hypodermic Needles on Secondary I.V. Administration Sets–Piggyback and Intermittent I.V., and can only be obtained by calling the FDA's Center for Devices and Radiological Health, Small Business Assistance Program at: 301.443.7491, etc. 114. The following website: http://www.fda.gov/cdrh/ode/doc934.pdf contains the FDA Draft Premarket 510(K) document.

FDA clearance of medical devices is not enough to guarantee the devices will be effective in the workplace; employers must rely on further evidence. To ensure effectiveness, engineering controls are to be examined, maintained or replaced on a regular schedule by employers. Regularly scheduled inspections are required to confirm, for instance, that engineering controls such as safer devices continue to function effectively, that protective shields have not been removed or broken, and that physical, mechanical or replacement-dependent controls are functioning as intended.

Hepatitis B

The hepatitis B vaccination must be given in the standard dose and through the standard route of administration. Employees who have repeated contact with blood or other potentially infectious material are at on-going risk for inju-

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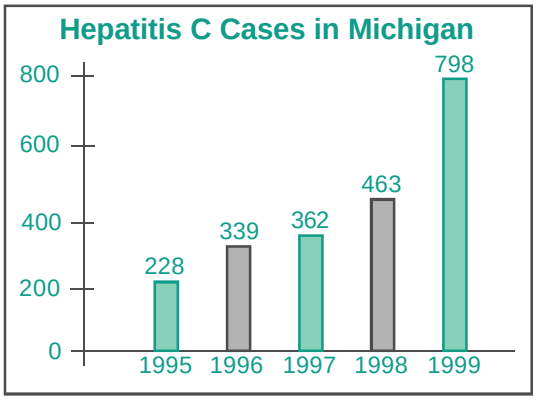

Statistics were provided by the Michigan Department of Community Health (MDCH), which monitors hepatitis C outbreaks in Michigan. MDCH estimates that from 1995-1998, the cases of hepatitis C were under reported. Starting in 1999, MDCH increased their reporting requirements. If you have questions on the above statistics, or you would like to report cases, contact MDCH, at 517.335.8165.

Scam Alert for Medical Facilities

Starting in August, an organization has been calling medical facilities and doctor's offices, trying to sell them a book/manual for about $150 so they can comply with the OSHA requirements, implemented "last fall," that involved "significant changes dealing with infectious control."

The caller claims to be contracted by OSHA to contact physicians to sell the books, and they apply considerable pressure, claiming the book will help with compliance and avoiding heavy fines. They even identify themselves as "OSHA Hotline" if you call back on the number they leave: 877.838.7828. They also press for a credit card number so they can ship the book.

Please be aware: OSHA has not authorized any company or organization to supply material explaining their compliance directive regarding bloodborne infectious diseases. There are several federal websites in the accompanying article with information to help employers comply with the directive.

While we want employers to be aware of this apparent scam, we also want to remind employers that in Michigan, workplaces are covered by the MIOSHA program. If you have any questions regarding the recent bloodborne pathogens compliance directive, please contact the MIOSHA CET Division at, 517.322.1809.

SET GRANTS

$850,000 Awarded for Worker Safety Grants

By: Jerry Zimmerman
SET Grant Administrator

On Sept. 8, 2000, **Director Kathleen Wilbur** announced the Department of Consumer and Industry Services (CIS) awarded 17 Safety Education and Training (SET) Grants totaling $850,000 to promote workplace safety and health.

"Michigan's track record in employment growth the last five years has been astounding," said Wilbur. "As we continue to lead the nation in employment–these grants will help CIS strengthen our outstanding track record in protecting the safety and health of Michigan workers."

The SET Grant program is part of the CIS Bureau of Safety and Regulation, which administers the MIOSHA program.

"These SET Grants showcase exciting partnerships which will provide valuable tools to employers and workers to help reduce workplace injuries and illnesses," said BSR Director Doug Earle. "They are an integral part of our strategic plan to help Michigan develop innovative programs to promote workplace safety and health."

The SET grants will fund 17 statewide projects, and are designed to address emerging safety and health issues. Many of the grants focus on the five high-hazard industries identified by the MIOSHA strategic plan: construction, nursing & personal care facilities, metal forgings and stampings manufacturers, fabricated structural metal products companies, and the meat products industry.

The programs will develop educational materials and provide training on a wide range of safety and health services, and will emphasize prevention strategies to reduce injuries and illnesses.

The Michigan Farm Bureau SET Grant provides hazard recognition training.

SET grants are awarded on a competitive basis to management/employer groups, labor/employee organizations, and not-for-profit organizations, such as universities, hospitals and service agencies.

For information on the SET Grant Program or on any of the individual grants, please contact, **Jerry Zimmerman, SET Grant Administrator, 517.322.1865.**

FY 2001 SET Grant Projects

Alpena Community College will conduct safety training seminars for targeted key employers and employees in five high-hazard occupations: manufacturing; long-term care providers; construction; health services industries; and maintenance, custodial, secretarial and support staff in publicly funded educational institutions. The program is designed to train people in the five-county area served by the college.

Associated General Contractors will provide onsite training on health issues in the construction industry. In addition, they will develop an informative Construction Health Newsletter which will be distributed to top mangers and safety directors to alert them to the health problems within the industry. The topics will include respiratory protection, hearing protection, lead hazards, asbestos hazards, silica hazards, heat stress and cold stress.

Bay de Noc Community College / Michigan Technological University will provide training and services for the wood harvesting and wood using industry with special emphasis on sawmills and secondary wood manufacturing. The safety training program will emphasize: awareness of hazards, personal protective equipment, chain saw safety, safe work habits, employee safety responsibility, sound ergonomic practices and proper lockout.

Center for Workplace Violence Prevention will provide training to small business owners and employees, human resource managers, and field personnel in the following areas: personal safety strategies; early warning signs of anger and aggression and early prevention, de-escalation and personal safety strategies; and managing high-risk situations such as terminations, downsizing, bomb threats, etc.

Eastern Michigan University will provide a two-day seminar on Fall Protection and Rescue from Heights. Day one will be a Comprehensive Fall Protection training seminar which for workers whose health and safety is threatened by the possibility of a fall from a height of six feet or more. Day two will provide the rescue team with the necessary knowledge, hands-on-training and equipment needed to rescue a fellow worker who may have fallen.

Ferris State University will provide training to secondary allied health technologies instructors in how to use a uniform set of performance objectives and training materials. The end product will be a core safety curriculum. The curriculum will consist of: MIOSHA employer obligations; employee rights, Right to Know, bloodborne pathogens, fire safety, emergency action and planning, electrical safety, ergonomics, hazardous materials and assessment.

Kalamazoo Valley H/S Training Partners will provide training for students and workers who have been with their employer less than five years. Training topics will include hazard communication, bloodborne pathogens, proper lifting and ergonomic principles, personal protective equipment, electrical safety, lockout/tagout, and industry specific awareness.

Michigan AFL-CIO will provide statewide safety and health training to students engaged in school to work (STW) based learning and to the employees of small businesses that are STW worksites. The project will provide generic or customized training. The training will provide youth entering the workforce with the ability to identify workplace safety and health hazards so accidents and injuries can be avoided.

MARO Employment &Training Association will provide safety and health training for new workers from special populations, including: welfare recipients, students with disabilities in special education programs and persons with severe disabilities referred through the MEDC Rehabilitation Services and Community Mental Health service providers.

Michigan Farm Bureau will provide onsite agricultural facility surveys which will be used to demonstrate hazard recognition and safety awareness training procedures. Four farm facility surveys will be used to develop an interactive survey for use at winter seminars.

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The Bottom Line

Workplace Safety and Health Makes Good Business Sense

Menasha Corporation - Otsego Paperboard Division

Menasha Corporation's Otsego Paperboard Division is located on the Kalamazoo River in Otsego. A paper mill has operated at this location since 1887, with Menasha Corporation taking ownership in 1955. The Otsego mill employs 210 people and operates 24 hours a day, seven days a week. The mill produces 275,000 tons of corrugated medium paper each year.

Paper production is supported by a secondary fiber system that produces 400 tons of stock per day. This system recycles 50 semi-trailers of corrugated containers per day, and is the largest such recycler in Michigan. An additional 300 tons per day of stock is supplied by the mill's digester wood pulping system.

Menasha Corporation is a privately held company with corporate offices in Neenah, Wisconsin. The 150-year-old corporation operates 63 facilities in 21 states and 10 foreign countries and employees approximately 6,000 people.

The Maintenance Department Safety Challenge

Otsego Paperboard Division's approach to safety has been traditional. While this approach served them well, it provided little opportunity for all employees to become involved in safety. Furthermore, improvements in safety performance had stopped and even began to slip.

The Maintenance Department was averaging one recordable injury per month. With only 22 percent of the workforce, they accounted for 80 percent of the injuries. This was not only a concern to management, but to all employees.

In response to this concern, **Jeff Volker**, Division Vice President and General Manager, **Tony Sanderson**, Division Safety Manager, and **Al Coleman**, Maintenance Department Manager decided to conduct a safety "stand down," a method used in the military to focus on safety performance.

Tony compiled a statistical analysis of the accidents in the maintenance department. Next, they held a series of meetings with supervisors. The "stand down" luncheon was then conducted with the entire maintenance staff. Safety concerns and issues were discussed and ideas for improving safety were developed.

Tony stated, "The initial response to this effort was lukewarm and even a little skeptical. However, as time progressed and weekly individual crew meetings were conducted people began to offer suggestions and look for ways to improve safety."

Safety Success

The maintenance department worked hard to improve their safety record and reduced the number of recordable injuries from one a month to only three in the last 16 months. The department incident rate dropped from 11.14 in 1997 to 4.67 in 1999, and this positive trend continues.

The culmination of their efforts was the development of a "**Safety Booth**" to share their success at safety conferences and other forums. This idea came from the union that represents the hourly maintenance employees. "Both times that we have participated at safety conferences, the response has been tremendous," says millwright **Jim Mitchell**, Chairman, Fireman and Oilers Union Local 78. "You'd think that this stuff would be common sense and everyone would work together like this, but apparently they don't."

CET Safety Consultant **Micshall Patrick** recommended Menasha for this feature. She has worked extensively with management and the union, and is impressed by their commitment to safety. "Employee involvement is a key element in an effective safety and health program, and this company has accomplished what so many others only try to do," said Micshall.

"The department manager, supervisors and employees--all deserve a lot of credit and are rightfully proud of their accomplishments," said Tony. "In the end it was the willingness of everyone in the department to get personally involved that made the difference."

Menasha Paperboard Division maintenance staff.

This column features successful Michigan companies that have established a comprehensive safety and health program which positively impacts their bottom line. An accident-free work environment is not achieved by good luck—but by good planning! Creating a safe and healthy workplace takes as much attention as any aspect of running a business. Some positive benefits include: less injuries and illnesses, lower workers' compensation costs, increased production, increased employee morale, and lower absenteeism.

Landmark Plastics Industry Partnership

Worker safety in the plastics processing industry in Michigan was greatly enhanced when the Michigan Department of Consumer & Industry Services (CIS) and the Michigan Occupational Safety and Health Administration (MIOSHA) signed a landmark partnership agreement with The Society of the Plastics Industry, Inc. (SPI) on May 25, 2000.

The purpose of the formal partnership is to focus on the importance of providing a safe workplace for all workers in the plastics processing industry in Michigan. **CIS Director Kathy Wilbur** and **SPI President Donald Duncan** signed the formal agreement.

Doug Earle, MIOSHA Director; Susan Howe, SPI Technical Director, Worker & Product Safety; Kathy Wilbur, CIS Director; Donald Duncan, SPI President.

"We are proud to sign this historic agreement today, which encourages plastics employers to make workplace safety and health their number one priority," said CIS Director Wilbur. "We are confident this innovative partnership will be a major tool to help reduce workplace injuries and illnesses, as well as workers' compensation costs, in one of Michigan's most vital industries."

The CIS Bureau of Safety and Regulation is responsible for administering the MIOSHA program. Establishing partnerships with the private sector is a key MIOSHA strategy to help protect Michigan workers.

"Nothing is more important to the productivity and integrity of the plastics industry than a safe workplace. SPI is pleased and excited to be entering into a partnership agreement with the Michigan Department of Consumer and Industry Services to foster our mutual efforts for safety programs in the Michigan plastics industry," said SPI President Donald Duncan. "We hope this hallmark partnering agreement becomes a model for our industry in other states. SPI salutes the State of Michigan for its foresight and leadership in promoting workplace safety."

The formal partnering charter establishes a relationship in which the parties will: promote worker safety; conduct stakeholder meetings to discuss pertinent and/or urgent issues; cooperate in the development and improvement of plastics processing training programs; and foster a climate in which workplace safety is promoted as a good business practice.

To assure these goals are successful, CIS, MIOSHA and SPI will consider every opportunity to further enhance relations and professional affiliation, according to the charter. A team of representatives from the organizations will evaluate, enhance and modify the charter at least annually to reflect contemporary issues of mutual importance.

Susan Howe, SPI Technical Director, Worker & Product Safety; **Doug Halsey**, SPI Midwest Regional Director; **Kalmin Smith, Ph.D.**, CIS Deputy Director; **Doug Earle**, MIOSHA Director; and **Timothy Koury**, Corporate Safety Director, Blue Water Plastics; each spoke during the ceremony and echoed their commitment that this agreement gives plastics employers and employees the opportunity to work together to create exemplary safety and health programs. Six Michigan SPI board members, representing some of Michigan's major plastics producers, as well as CIS and MIOSHA officials were present to witness the signing.

This formal charter is the culmination of a recent successful informal CIS/MIOSHA partnership with SPI and Michigan plastics companies and unions, which resulted in a MIOSHA standards change that provided for increased worker safety in the plastics industry, while at the same time eliminated an economic hardship for Michigan plastics processors. (See the March 15th press release "CIS' Innovative Partnership with Plastics Industry" on the CIS web site at: http://www.cis.state.mi.us/media/press/00press/00mar/00mar.htm.)

That effort involved the amendment of a 25-year-old MIOSHA plastics standard, Part 62, which prescribed certain safety requirements for horizontal injection molding machines and related operations. The partnership is continuing to work on guidance and training for the amended standard. A meeting of the Part 62 Advisory Committee was held at SPI's trade show in Chicago in June. The committee receive invaluable information on emerging plastics technology at the trade show.

The Society of the Plastics Industry, Inc. (SPI) is the 1,700-member trade association representing the fourth-largest manufacturing industry in the U.S. The U.S. plastics industry employs 1.5 million workers and provides $304 billion in annual shipments. Plastics shipments in Michigan totaled $21.3 billion in 1999, a 35-percent increase from 1994. Employment in the Michigan's 1,400 plastics industry facilities totaled 107,000 in 1999, a 23-percent increase over the past five years. Michigan ranks third in plastics production in the nation, behind only California and Ohio. ■

Doug Halsey, SPI Midwest Regional Director.

Michigan's Industrial Ventilation Conference

Celebrating its 50th Anniversary as the Largest, Longest-Running Conference of its Kind

By: John W. Hodgson, Industrial Hygienist
Consultation Education & Training Division

My coworkers and I have responsibility for the following: design, procurement, construction and maintenance of ventilation systems at our facility. Will this conference benefit us? Our workplace generates air contaminants which may be hazardous to employee health. Will the conference provide answers on how these contaminants can be effectively and efficiently removed? Another company designed and installed a ventilation system; how do we know it is performing properly? How do we test a ventilation system to determine if it is operating correctly? We have changed the ventilation system a little, okay a lot! How will these changes effect its operation? For 49 years, these and many other questions related to industrial ventilation have been asked and answered at the Industrial Ventilation Conference (IVC).

Michigan's 50th IVC will be held February 12-15, 2001, at the Kellogg Hotel and Conference Center at Michigan State University. The conference is sponsored by MIOSHA. However, most of the almost 40 industrial ventilation experts are from the private sector. These experts, from the United States and Canada, provide instruction and lectures on the design, construction, use and testing of ventilation systems. They volunteer their time to share with the attendees their knowledge and expertise in various areas of industrial ventilation. This is a major reason we are able to offer this conference at a very reasonable cost.

Occupational safety and health regulations, coupled with employee concerns and society's mandates for emissions control and energy conservation, have placed increased emphasis on the need for practical and efficient industrial exhaust ventilation systems. The conference has an introductory course and three advanced courses to allow attendees to select the course which most closely fits their current expertise and specific desire for instruction. Most attendees participate in the introductory course, **Ventilation System Design**, which is intended for individuals with limited experience or specific education in ventilation systems. This course concentrates on: the principles of airflow; hood selection and design; determining the proper air volume and minimum air velocity in the duct; duct design; calculation of system pressure requirements; and selection of fans and air cleaning equipment.

Advanced Ventilation System Design is provided for those attendees who are very familiar with exhaust system design, either through experience or by attending an introductory level course. This course covers a wide variety of industrial processes, including those involving flammable liquids, as well as assessment and retrofit of an existing fan installation. This course also works at a faster pace then the introductory course.

The **Nonstandard Air Design** course and the **Plant Engineering** course are for advanced students. The nonstandard course involves ventilation systems with elevated temperatures and/or moisture where air density differs significantly from standard conditions. The engineering course is designed to deal with problems that plant engineers encounter in the design of ventilation systems. This includes industrial processes, standard and nonstandard air systems, fan location, noise, and other problems.

The conference consists of about 20 hours of classroom instruction, with two and sometimes three instructors teaching about 20 students. The conference staff also presents lectures in an auditorium setting. Certain lectures are given during every conference because they are essential to the understanding of industrial ventilation. Concurrent lectures are provided that generally involve a specialized topic. These lectures are provided to address more industrial ventilation topics and present lecture options for returning conferees.

More than 12,000 people have attended this conference and we are very proud of its success over the years, but of greater importance to us is what the past attendees have to say about the IVC. The attendees at each conference are asked to rate all aspects of the conference; the range of scoring is from 1 to 5, poor to excellent, respectively. This rating includes the classroom instructors, lecture presenters, the facilities and meals, etc. For the 49th IVC, our instructors were given an average rating of 4.51 relative to their knowledge of industrial ventilation, ability to clearly explain the subject, and enthusiasm. The overall, average score for the entire conference was 4.57. Some of the attendee comments were: very helpful, the instructors were well organized and very patient; I learned more in this week than I did in two years of design in college; very well organized and balanced.

We have also changed the length of the 50th IVC to a **four-day format**, but will retain our dedication to provide the best conference of its kind. For Certified Industrial Hygienists, the American Board of Industrial Hygiene will award 4.0 certification maintenance points.

If you have responsibility for any aspect of your company's industrial ventilation system or if you design, construct or provide other ventilation services, we are sure this conference will be of benefit to you and your company. For additional information, please contact **John Hodgson, Conference Chairman, at 517.758.1494** or **John.Hodgson@cis.state.mi.us.** ■

New OSHA Area Director

Ms. Cynthia Lee

Ms. Cynthia Lee has been selected for the position of Area Director for the Lansing, Michigan Area Office. The Lansing office is a State Plan office which monitors the State of Michigan MIOSHA program, the second largest state grant program in the U.S. Ms. Lee's appointment was effective June 4, 2000.

Ms. Lee has been with the federal OSHA program for almost 17 years, starting as a Compliance Safety and Health Officer in the Calumet City Area Office. Her most recent position was in the Chicago Regional Office as the Regional Consultation Program Manager.

Just prior to this, she served as the Regional Program Manager for the State Plan grants. She has also served on the Regional Audit Team and as the Training and Grants Manager. Ms. Lee participated in the Women's Executive Leadership Program. She holds a Bachelor of Science degree from Indiana State University in Environmental Safety Management.

MIOSHA Celebrates 25th Anniversary

We celebrate our history... ...and look forward to the 21st Century

July 1, 2000, marked the 25th anniversary of the Michigan Occupational Safety and Health Act (MIOSHA). Staff and friends of the program celebrated the 25th anniversary June 26, 2000, in Lansing. Director **Kathleen Wilbur** said she was proud of MIOSHA's long history of committed service to the safety and health of Michigan's workers.

Praise from CIS Director Wilbur

"MIOSHA, over the course of the last 25 years, has been instrumental in helping Michigan employers provide safe and healthy workplaces for their workers," said Wilbur. "They have provided vigorous leadership that has had a tremendous impact on Michigan workplaces."

CIS Director Wilbur congratulated all attendees, and said Michigan has been in the forefront in recognizing the need to provide a safe and healthy work environment from the early days of statehood. State agencies began occupational safety and health programs in the last half of the 19th century. The Michigan Department of Consumer & Industry Service's (CIS) Bureau of Safety & Regulation (BSR) administers the MIOSHA program.

"While many challenges remain, the progress made in workplace safety and health has been truly remarkable. It is an honor to congratulate MIOSHA on 25 years of dedicated public service in protecting Michigan workers and promoting safe and healthful workplaces," said Wilbur.

The Struggle for Existence

The Michigan legislature created the modern Michigan Occupational Safety and Health Act, Public Act 154 of 1974, in order to better prevent injuries, illnesses and fatalities in Michigan by: setting and enforcing occupational safety and health standards; promoting safety and health training and education; and working with partners to develop innovative programs to prevent workplace hazards. PA 154 became fully effective July 1, 1975, and contained unique features to protect Michigan workers.

The celebration brought together many leaders from the early days who were influential in the growth and development of the MIOSHA program. **Doug Earle** became the Director of the Bureau of Safety and Regulation in 1979. In his opening remarks, Earle commended the early pioneers of the program.

"We'll never know how many lives have been saved by the MIOSHA program and the people in this room today," said Earle. "It took great vision and perseverance to pass the MIOSHA legislation and to build this program into one of the finest and strongest in the nation."

Maurice Reizen

Doug Earle

Barry Brown

Barry Brown, Director, Michigan Department of Labor (1975); **Maurice Reizen**, Director, Michigan Department of Public Health (1975); and **Darrell Tennis**, Legislative Liaison, Michigan Department of Labor (1975); shared their experiences during the formative years of the program. As each one spoke, you could feel their pride in their accomplishments, and how fortunate they were to help forge the program from the beginning.

The Years of Building

Three present and former commission members talked about the important role the private sector, both labor and management, played in the development of the program. **Bud Dery**, General Industry Safety Standards Commission; **Mike Lucas**, Occupational Health Standards Commission; and **Stan Arnold**, Construction Safety Standards Commission; all felt fortunate to be present during the early days and to contribute to the process that shaped and developed rules–for Michigan! They challenged current MIOSHA staff to continue to educate management and labor on safety and health regulations and how to comply.

Craig Newell today serves as CIS Chief Information Officer. In the past, he served as Executive Assistant to the BSR Director, and BSR Deputy Director. Newell bridges the journey from the early days to today, and stressed the strong education component of the MIOSHA program which complements the compliance efforts. "It's important to always remember, we can make a difference," said Newell.

Into the 21st Century

Three current MIOSHA employees shared their hopes and vision for the future. **Suellen Cook**, Safety Consultant, Consultation Education & Training Division; **Rick Odorico**, Safety Inspector, General Industry Safety Division; and **Eric Zaban**, Occupational Health Inspector, Occupational Health Division; shared their vision for the MIOSHA program 25 years from now. They envision a MIOSHA program that will use the latest in technology to continue to educate workers and employees that it is possible to provide a workplace free of accidents, illnesses and injuries–and that we can do no less than strive for that goal.

Deputy Director **Deborah Grether** gave final remarks. Grether said all employees, past and present, can be extremely proud of the wonderful public service provided by MIOSHA. "We know employers and workers aren't born thinking about safety and health. Our main challenge has been, and continues to be, helping them learn the rewards of providing a safe and healthy workplace," said Grether. ■

BSR Year 2000 Award Winners

Herbert C. Austin Director's Discretionary Award

The award honors a supervisory or management staff member each year who has made a significant contribution to furthering the bureau's goals during the past year.

Recipient: Connie Munschy, Chief, Standards Division

As Chief of the Standards Division, Connie has demonstrated continued leadership in promoting the mission and goals of the MIOSHA program. Connie successfully led one of the first efforts in the bureau to consolidate program activities following the merger of the occupational safety and health areas.

Galeeta Galusha-Antes "Excellence in Service!" Award

The award provides an opportunity to formally recognize an administrative support employee who has made a significant contribution in helping to further the bureau's goals.

Recipient: Sandra Koenigsknecht, Secretary, CET Onsite Consultation Program

During the last year, Sandra has assumed additional responsibility, and through her initiative has provided outstanding service to the public and support to the consultant staff. Her strong work ethic demonstrates a dedicated commitment to the MIOSHA program.

Allan W. Harvie Meritorious Service Award

The award provides an opportunity to formally recognize an individual from the MIOSHA non-enforcement divisions who is innovative and foster's a spirit of teamwork to meet the bureau's goals and objectives.

Recipient: Howard Simmons, Consultant, CET Onsite Consultation Program

As both a GI Safety Officer and now as a CET Consultant, Howard has given many years of dedicated service to the bureau. He shares his knowledge and skills with co-workers, continually seeks innovative safety solutions, and provides excellent service to our customers.

William H. Sebring Meritorious Service Award

This award provides an opportunity to formally recognize an individual from the MIOSHA enforcement divisions who is innovative and foster's a spirit of teamwork to meet the bureau's goals and objectives.

Recipient: Richard J. Mee, Chief, Construction Safety Division

With more than 38 years of experience in the construction industry, Rick is a model of everything a chief should be. He is held in high esteem by all who work with him, and has used his talents and abilities tirelessly to maximize worker safety in the construction industry.

Labor Standards Distinguished Service Award

The award recognizes a management, supervisory, or investigative Wage & Hour Division staff member whose performance has been exemplary, and has demonstrated a longstanding commitment to the division's goals.

Recipient: John L. Stadel, Senior Investigator, Wage Hour Division

John has served Michigan since 1969, and has always approached his investigations with the utmost diligence and professionalism. Because of his integrity, experience and knowledge, he has been assigned and completed, a large number of complex investigations.

MIOSHA

The mission of the MIOSHA Appeals Division is to provide parties with a fair, objective and professional administrative arena for dispute resolution of contested MIOSHA cases. The MIOSHA program provides a unique feature of offering employers an appeal process not found in federal OSHA.

If the issues are not resolved, the case is referred to the CIS Bureau of Hearings, which processes contested case appeals of the Michigan Occupational Safety and Health Act (Act 154 of 1974, as amended). A decision is issued following a formal hearing by an administrative law judge (ALJ). Decisions by the ALJ may be appealed to the seven-member Board of Health and Safety Compliance and Appeals, and ultimately to a Michigan Circuit Court.

On the right are the contested case summaries for the last quarter. The summaries were written by: Diane K. Phelps, Chief, Appeals Division, and reviewed by Andre J. Friedlis, Administrative Law Judge.

Contested Case Summaries

BSR, Construction Safety Division v Rainbow Construction Company

Appeal Docket NOA 1999-4485

An alleged violation of the Excavation, Trenching and Shoring Standard, Rule R408.40932(3), was upheld as a serious violation. The issue case was whether the employer provided an adequate de-watering system for an excavation which measured approximately 30 feet in length, 33 feet in depth, and contained approximately two feet of standing water at the base of the excavation. The sides of the excavation consisted of "mud and muck" and, according to the safety officer's observations and testimony, the soil was "rolling in like lava." The excavation was cited as an imminent danger because the safety officer was concerned with the unstable soil and the potential for a cave-in.

The administrative law judge (ALJ) held that the eight-foot trench box and the steel sheeting provided by the employer did not adequately protect the employees from the hazards of the unstable soil. These findings were made in light of the safety officer's testimony that she observed three employees coming out of the excavation as she approached the work area. These same employees told the safety officer there had been other cave-ins at this worksite. Additionally, the safety officer later found a foreman working outside the trench box, in an unprotected area. The ALJ also found that the de-watering system was inadequate due to the accumulation of water and the instability of the soil. Thus, it was concluded that the possibility of a cave-in was present.

The ALJ also denied employer's Motion to Dismiss regarding the department's failure to provide a videotape of the construction site. The tape was taken for training purposes and recycled. It was not considered by the department in issuing a citation for the serious violations at issue.

Rainbow Construction appealed the decision to the Board of Health and Safety Compliance and Appeals. On June 20, 2000, a Final Order was issued by the board, upholding the report of the administrative law judge.

BSR, Construction Safety Division v J.F. Jacobs Construction Company

Appeal Docket NOA 97-86

An alleged violation of the Construction Safety General Rules, Rule R408.40127(3), was upheld as a serious violation. The issue was whether a trenching machine was required to be locked-out while an employee made adjustments to the rollers. The machine had been left running and the controls were unattended during the adjustment operation. The safety officer testified that because the machine was still running while the adjustments were being made, his concern was the potential for serious injury due to loss of life and/or limbs. The safety officer asked the worksite foreman if power was necessary in order for the workers to make the adjustments and he was told that the power was not necessary, but that it was just simpler to have the machine running while making the required adjustments. The safety officer observed three employees working on this equipment. As they were working, their arms and legs were within the area of the moveable parts of the machine. The employer defended the citation by claiming that the rule did not apply to the equipment because of the "uniqueness" of the machine. The employer also testified that they had never experienced any injuries by making adjustments to this equipment with the machinery running.

The administrative law judge (ALJ) held that the rule applied to the facts, notwithstanding the "uniqueness" of the machine and, further, that the petitioner does not need to prove past injuries have occurred in order to find an employer in violation of a cited rule. In this case the ALJ concluded that there was a substantial probability of serious injury involving "dismemberment, broken bones, possible loss of life," as a direct consequence of failing to lock out the equipment.

J.F. Jacobs Construction appealed the decision to the Board of Health and Safety Compliance and Appeals and the parties are currently awaiting a written decision from the board.

Education & Training Calendar

Date	Course Location	MIOSHA Trainer Contact	Phone
October			
24 - 26	Safety & Health Administrator Course Jackson	Quenten Yoder Autumn Boardman	517.782.8268
31 & Nov. 1 & 2	Safety Solutions III Southfield	Linda Long Ed Ratzenberger	248.557.7010
November			
7	Introduction To Industrial Hygiene Grand Rapids	Jenelle Thelen Christine Haight	616.456.8661
9	Building An Effective Safety Program Saginaw	Richard Zdeb Trudy Day	517.790.4475
14	Powered Industrial Truck Train-The-Trainer Grand Rapids	Micshall Patrick Dannielle Wheeler	800.704.7676
16	Building An Effective Safety Program Southfield	Karen Odell Pat Murphy	248.353.4500
17	How To Survive A MIOSHA Inspection Clinton Township	Suellen Cook Staff Person	810.263.2410
21	Recordkeeping Port Huron	Bernard Sznaider Sandy Potter	810.985.1869
21	Safety for the Smaller Employer Hillsdale	Quenten Yoder Reb Turner	517.437.3200
29	Supervisors' Role In Safety Clarkston	Richard Zdeb Peggy Desrosier	248.620.2534
29	Safety for the Small Employer Sturgis	Quenten Yoder Dorothy Steffey	616.659.0547
30	Top 25 GI Safety Violations Flint	Lee Jay Kueppers Anita Marshall	810.766.6405
December			
5	Powered Industrial Truck Train-The-Trainer Kalamazoo	Micshall Patrick Lisa Peet	616.373.7807
7	Safety Diligence & Work Comp Strategies Temperance	Suellen Cook Judith Hamburg	734.847.0559
12	Lockout/Tagout & Confined Space Entry Howell	Karen Odell Janie Willsmore	517.546.3920
12	Introduction To Industrial Hygiene Southfield	Jenelle Thelen Ed Ratzenberger	248.557.7010
January			
9	Ergonomics Seminar Sault Ste. Marie	Jerry Medler Sherri Paulowski	906.635.2802
10	Introduction To Industrial Hygiene Saginaw	Jenelle Thelen Dan Matthews	517.790.4475
11	Ergonomics Seminar Cadillac	Jerry Medler Cindy Swiler	231.775.2458
23 & 30	10-Hour Construction Seminar (Esp. Fatality Causes) Southfield	Kari Fairbanks Keijania Mann	248.948.7000
29	Accident Inv., Recordkeeping & Work Comp Strategies Southfield	Karen Odell Pat Murphy	248.353.4500

Construction Safety Standards Commission

Labor

Mr. Daniel Corbat
Mr. Carl Davis**
Mr. Andrew Lang
Mr. Martin Ross

Management

Mr. Thomas Hansen
Mr. Charles Gatecliff
Ms. Cheryl Hughes
Mr. Peter Strazdas*

Public Member

Mr. Kris Mattila

General Industry Safety Standards Commission

Labor

Mr. James Baker
Mr. Tycho Fredericks
Mr. Michael D. Koehs*
Mr. John Pettinga

Management

Mr. George A. Reamer
Mr. Timothy J. Koury**
Ms. Doris Morgan

Public Member

Ms. Geri Johnson

Occupational Health Standards Commission

Labor

Dr. G. Robert DeYoung**
Ms. Cynthia Holland
Capt. Michael McCabe
Ms. Margaret Vissman

Management

Mr. Robert DeBruyn
Mr. Michael Lucas
Mr. Richard Olson
Mr. Douglas Williams*

Public Member

Dr. Glen Chambers

**Chair **Vice Chair*

Standards Update

Commission Meeting at Ferris State University

The Construction Safety Standards Commission met on July 11th, 2000, at Ferris State University in Big Rapids. Mr. Robert Eastley, Chair of the Construction Technology & Management Department welcomed the Commission to Ferris. Eastley introduced department staff members: Dan Hazen, Program Coordinator; Dr. John Schmidt, Associate Professor; and David Hanna, faculty member.

The broad range of associate and bachelor degree programs tailored to the needs of the nation's largest industry, construction, was of great interest to the commission. Applied Science Associate Degree programs include: Civil Engineering Technology; Heating, Ventilation, Air Conditioning and Refrigeration (HVACR) Technology; Architectural Technology; and Building Construction Technology. These degree programs provide both classroom and hands-on experience. Bachelor of Science Degree programs include: Facilities Management, and Construction Management, which is accredited by the American Council for Construction Education. In both the associate and the bachelor degree programs, safety and health in the workplace is emphasized, and MIOSHA and OSHA requirements are reviewed.

FSU Assistant Professor Ken Reinink shows some construction management students a detail in the steel building.

At the close of the Construction Safety Standards Commission meeting, the commission and staff from the Bureau of Safety and Regulation toured the Ferris construction-related educational facilities, which include an extensive array of sophisticated construction equipment and laboratory facilities. Peter Strazdas, Chairperson of the commission, expressed the commission's appreciation to Ferris for their dedication in helping to provide a safe workplace through education and training.

Website Access for Standards

The Bureau of Safety and Regulation's website for Occupational Health and Safety Standards has an improved path for access to the standards. A direct link from the CIS or BSR home page has been implemented to accommodate these requests at: http://www.cis.state.mi.us./bsr/**.**

Nella Davis-Ray is a supervisor with the Consultation Education & Training Division, and is the bureau's webmaster. She is dedicated to making the bureau's website easily accessible and timely. Davis-Ray recently indicated the greatest number of visits to the bureau's website are for MIOSHA standards. Should you have any questions about the website, you can contact her at **nella.davis-ray@cis.state.mi.us**.

In addition to standards, the Standards Index, and public notices affecting standards will be posted.

To contact Connie Munschy, Chief of the Standards Division, or any of the Commissioners, please call the Standards Division Office at 517.322.1845.

Status of Michigan Standards Promulgation

Occupational Safety Standards

General Industry

Part 06.	Fire Exits	Final, effective 5/5/00
Part 18.	Overhead and Gantry Cranes	At Advisory Committee
Part 19.	Crawler, Locomotives, Truck Cranes	Approved by Commission for review
Part 20.	Underhung and Monorail Cranes	Approved by Commission for review
Part 56.	Storage and Handling of Liquefied Petroleum Gases	Final, effective 8/7/00
Part 58.	Vehicle Mounted Elevating & Rotating Platforms	Approved by Commission for review
Part 69.	Compressed Gases	Final, effective 8/7/00
Part 74.	Fire Fighting/Amendment #2	At Advisory Committee
Part 78.	Storage & Handling of Anhydrous Ammonia	Final, effective 7/6/00
Part 79.	Diving Operations	At Advisory Committee
Part 93.	Air-Receivers	Final, effective 8/7/00

Construction

Part 07.	Welding & Cutting	Approved by Commission for review
Part 10.	Lifting & Digging	Draft at LSB for formal review
Part 14.	Tunnels, Shafts, Cofferdams & Caissons	RFR filed
Part 18.	Fire Protection & Prevention	At Advisory Committee
Part 20.	Demolition	Draft at LSB for informal review
Part 22.	Signs, Signals, Tags & Barricades	Draft at LSB for informal review
Part 26.	Steel and Precast Erection	At Advisory Committee
Part 30.	Telecommunications	Approved by Commission for review
Part 31.	Diving Operations	At Advisory Committee
Ad Hoc	Communication Tower Erection	To be convened

Occupational Health Standards

General Industry

Abrasive Blasting	RFR approved
Air Contaminants	Draft at LSB for informal review
Asbestos for General Industry	Final, effective 8/15/00
Lead	Draft at LSB for formal review
Methylenedianiline	Final, effective 8/7/00
Personal Protective Equipment	At ORR for formal review
Powered Industrial Trucks R3225	Rescinded
Respirators in Dangerous Atmospheres	RFR approved

Construction

Noise in Construction R6260	Draft at LSB for formal review
Personal Protective Equipment for Construction R6260	Final, effective 8/15/00

Administrative Rules

Part 11.	Recording of Occupational Illnesses and Injuries	Final, effective 6/22/00
Part 12.	Variances	Final, effective 6/22/00

The MIOSHA Standards Division assists in the promulgation of Michigan occupational safety and health standards. To receive a copy of the MIOSHA Standards Index (updated May 2000) or for single copies and sets of safety and health standards, please contact the Standards Division at 517.322.1845.

RFR Request for Rulemaking
ORR Office of Regulatory Reform
LSB Legislative Services Bureau
JCAR Joint Committee on Administrative Rules

Variances

Published October 12, 2000

Following are requests for variances and variances granted from occupational safety standards in accordance with rules of the Department of Consumer & Industry Services, Part 12, Variances (R408.22201 to 408.22251).

Variances Requested Construction

Part and rule number from which variance is requested
Part 8 - Material Handling: Rule R408.40833, Rule 833(1)
Summary of employer's request for variance
To allow employer to tandem lift structural steel members under controlled conditions and with stipulations.
Name and address of employer
American Erectors, Inc.
Location for which variance is requested
Victor Corporate Park, Livonia
Name and address of employer
Bristol Steel & Conveyor Corp.
Location for which variance is requested
Michigan Automotive Compressor, Inc., Parma
Name and address of employer
Broad, Vogt and Conant, Inc.
Location for which variance is requested
Ford Field Project, Detroit Lions, White/Olson, Detroit
Name and address of employer
Douglas Steel Erection Company
Location for which variance is requested
Bed, Bath and Beyond, Okemos
300 North Washington, Lansing
General Motors ASRS Bldg/Foam & Deadener, Lansing
Park-Davis Building B-26, Ann Arbor
Name and address of employer
McGuire Steel Erection, Inc.
Location for which variance is requested
Thermofil Office Addition, Fowlerville
Detroit Edison-St. Clair Power Plant, East
Fountain Walk Mall, Novi
Detroit Axle Fitness Center/Daimler Chrysler, Detroit
Detroit Axle Chip & Scrap/Daimler Chrysler, Detroit
Crittenton Hospital Outpatient, Rochester Hills
St. Clair Community College, Port Huron
Detroit Diesel-Mezzanine, Redford
ACCO Systems, Warren
Light Industrial Building, Farmington Hills
Kennedy Ice Arena, Trenton
Midway Industrial Center, Lansing
Decatur Public Schools, Decatur
Anderson Dodge Phase 2, Bloomfield Hills
Name and address of employer
Midwest Steel, Inc.
Location for which variance is requested
Ford Motor Co., Romeo
Name and address of employer
National Riggers & Erectors, Inc.
Location for which variance is requested
Ford Heritage Project, Dearborn
Name and address of employer
Sova Steel, Inc.
Location for which variance is requested
Islamic Association of Greater Detroit, Rochester
Holy Family Elementary School, Rochester
Kimball Ice Arena, Kimball
Michael Chevrolet, Chesterfield Township
Farmington Hills Library, Farmington
Ypsilanti District Library, Ypsilanti
Lumigen Tech Center, Southfield
St. Elizabeth Ann Seten Parish, Troy
Millennium Park, Building 1, Livonia
Millennium Park, Building E, Livonia
Millennium Park, Building 10, Livonia
Millennium Park, Building C, Livonia
Knob Music Theater, Clarkston
Sudan Corporation, Lake Orion
Name and address of employer
SCI/Steelcon
Location for which variance is requested
General Motors Platinum Project, Lansing
Name and address of employer
Whitmore Steel
Location for which variance is requested
Hines Park Lincoln Mercury Dealership, Milford

Part and rule number from which variance is requested
Part 13 - Mobile Equipment: Ref.#1926.1000 (a) (1&2) (b)
Summary of employer's request for variance
To allow the employer to work under overhead conveyor obstructions in an assembly plant to dig shallow foundation pad excavations without the use of rollover equipment providing certain stipulations are adhered to.
Name and address of employer
Nagle Paving
Location for which variance is requested
Walbridge Aldinger Global Portfolio Pkg. Struc., Warren
Name and address of employer
Walter Toebe Construction Company
Location for which variance is requested
Dequindre Yards Bridge Prj. (R01), BRI 82024-45490A

Part and rule number from which variance is requested
Part 10 - Lifting and Digging Equipment: Rule R408.41015a(2)(d) & Rule 408.41018a(1)
Summary of employer's request for variance
To allow employer the use of a work platform suspended on the loadline of a crane to be used without part of the guardrail system. The platform is used to remove concrete form work from outside the facia beams on bridge deck pours. Al requirements of Construction Safety Standard, Part 10. Lifting and Digging Equipment except Rule 1015a(2)(d) and 1018a(1) are met.
Name and address of employer
Walter Toebe Construction Company
Location for which variance is requested
M-30 over the Tittabawassee & Tobacco River Project, Midland & Gladwin Counties

Part and rule number from which variance is requested
Part 32 - Aerial Lift Platforms: R408.43209, Rule 3209 (8)(b) and Rule 3209 (9)
Summary of employer's request for variance
To allow employer to firmly secure a scaffold plank to the top of the intermediate rail of the guardrail system of an aerial lift for limited use as a work platform provided certain stipulations are adhered to.
Name and address of employer
Conveyor Tech
Location for which variance is requested
General Motors Hamtramck Assembly Plant, Detroit
Name and address of employer
John E. Green Company
Location for which variance is requested
Northwest Midfield Terminal Project, Detroit

Variances Granted Construction

Part and rule number from which variance is requested
Part 8-Material Handling: Rule R408.40833, Rule 833(1)
Summary of employer's request for variance
To allow employer to tandem lift structural steel members under controlled conditions and with stipulations.
Name and address of employer
Broad, Vogt & Conant, Inc.
Location for which variance is requested
Chrysler Motors Mack, Detroit
Name and address of employer
Douglas Steel Erection Company
Location for which variance is requested
State of Michigan Hall of Justice, Lansing
Name and address of employer
McGuire Steel Erection, Inc.
Location for which variance is requested
Dodson Elementary School, Plymouth
Lincoln Middle School, Ypsilanti
Islamic Center of America, Dearborn
Name and address of employer
Richmond Steel Erectors, Inc.
Location for which variance is requested
G. M. Lansing Grand River Assembly Plant, Lansing
Name and address of employer
Sova Steel, Inc.
Location for which variance is requested
Sunrise Assisted Living, Troy
Duke Office Building, Farmington

Part and rule number from which variance is requested
Part 10 - Lifting and Digging Equipment: Rule 408.41015, Rule 1015a(2)(g)(h)(i) & Rule 1018a(12)
Summary of employer's request for variance
To amend the previous variance request to allow the use of a work platform containing a stripping platform mounted on the boom of a P & H Omega 40 ton hydraulic crane to heights of up to 70 feet provided all of the requirements of Construction Safety Standard, Part 10. Lifting and Digging Equipment except Rule 1015a(2)(g)(h)(i) and 1018a(12) are met.
Name and address of employer
Walter Toebe Construction Co.
Location for which variance is requested
I-94/I-75 Interchange in Wayne Cty, MDOT Project

Part and rule number from which variance is requested
Part 13 -Mobile Equipment: Ref. #1926.1000 (a) (1&2) (b)
Summary of employer's request for variance
To allow the employer to work under overhead conveyor obstructions in an assembly plant to dig shallow foundation pad excavations without the use of rollover equipment providing certain stipulations are adhered to.
Name and address of employer
Alberici - Walsh - PBM
Location for which variance is requested
Midfield Parking Structure, Detroit

Variances Granted General Industry

Part and rule number from which variance is requested
Part 17 - Refuse Packer Units: Rule 1732(1)
Summary of employer's request for variance
Firm has been granted permission to use an interlocked gate rather than a fixed barrier, under controlled conditions.
Name and address of employer
Kerr Corporation
Location for which variance is requested
28200 Wick Road, Romulus

Part and rule number from which variance is requested
Part 17 - Refuse Packer Units: Rule 1732(1)
Summary of employer's request for variance
Firm has been granted permission to use an interlocked gate rather than a fixed barrier, under controlled conditions.
Name and address of employer
Federal Mogul
Location for which variance is requested
510 E. Grove Street, Greenville ■

Wage & Hour NEWS

Prevailing Wage

The Wage & Hour Division has completed the 2000 Prevailing Wage Rate Schedule for State-Funded Road Building Projects. This new rate schedule became available July 1, 2000, and is available upon request.

As required by the Michigan Prevailing Wage Act of 1965, the division establishes rates based upon collective bargaining agreements of construction mechanic classifications. The purpose of establishing these rates is to provide wage information for contractors bidding on state-funded construction projects.

The Division is also in the process of surveying the building trades for rates for commercial construction. Completed surveys and copies of collective bargaining agreements have been requested to be provided to the division no later than September 15, 2000. The new 2001 Prevailing Wage Rate Schedule for Commercial Construction will be available in January 2001.

Rates can be requested by calling the division at 517.322.1825. The commercial schedule is also available on the division's website.

For More Information

Wage & Hour Division

517.322.1825

Website:

www.cis.state.mi.us/bsr/divisions/wh/home.htm

Ergonomics

Cont. from Page 4

MIOSHA Goal–Reduce MSDs

The MIOSHA program is addressing ergonomic injuries in our five-year Strategic Plan. Performance goals have been established for all segments of the MIOSHA program. These goals are to be achieved at all levels in the enforcement and consultation divisions. One of these performance goals is the reduction of cumulative trauma injuries and illnesses by 15 percent in specific targeted industries. The targeted industries are prioritized by Standard Industrial Classification (SIC) codes as a result of their high incidence rates compared to the state average.

The targeted industries for work-related MSDs include: Meat Products (SIC 2010-2015), Fabricated Metal Products (SIC 3440-3449), Metal Forging and Stampings (3460-3469), and Nursing and Personal Care Facilities (SIC 8050-8059).

The MIOSHA program has long understood the need to reduce MSDs. For example, the MIOSHA Ergonomics Committee was formed in 1993 to address these concerns. The committee is a multi-division task force comprised of representatives from the General Industry Safety Division, the Occupational Health Division, the Construction Safety Division, the Consultation Education & Training (CET) Division, and administration personnel. The Ergonomics Committee was formed to:

- Promote Ergonomic Interventions,
- Make Recommendations regarding ergonomic-related issues to MIOSHA management, and
- Approve MIOSHA Ergonomic Innovation and Success Awards.

The MIOSHA Ergonomics Committee has made recommendations regarding the ANSI Ergonomic Standard; reviewed the implications of the National Three-Party Agreement between OSHA, the automotive industry and the UAW; conducted studies of internal ergonomic concerns; and reviewed and adapted the NIOSH Elements of an Ergonomics Program Primer. Several of the CET consultation staff have submitted recommendations for ergonomics improvements for approval by the committee.

As a result of their long-standing ergonomics participation, the committee has accepted the lead role in the Strategic Plan goal of reducing MSDs. Several options were proposed to help employers and workers reduce MSDs. These include:

- Adopting the NIOSH Primer as a primary training tool,
- Conducting seminars throughout Michigan,
- Implementing outreach activity with an Ergonomics Development Program,
- Training CET staff to make recommendations on MSDs at employer facilities,
- Continuing to issue Ergonomic Success and Innovation Awards, and
- Distributing kits with the NIOSH Ergonomics Primer and Compliance Guideline.

NIOSH Primer

The NIOSH Primer was selected as a prime training tool due to its emphasis on the Elements of a Safety and Health Program. Ergonomics is integrated into a company's safety and health program through a seven-step process. These include:

- Looking for Signs of MSDs,
- Setting the Stage for Action,
- Building In-House Expertise and Training,
- Gathering and Examining Evidence of MSDs,
- Developing Controls,
- Establishing Health Care Management, and
- Creating a Proactive Ergonomics Program.

The primer concludes with an appendix that provides various checklists, examples and recommendations. The primer emphasizes the need for a coordinated effort. Management and workers become equal partners in a common goal of reducing MSDs.

CET Outreach Activities

Ergonomics seminars will be offered throughout Michigan. They will be directed at the targeted industries, and will utilize the NIOSH Primer. There will be an emphasis on: hazard recognition, training techniques, safety committee participation, and use of job safety analysis. Experiences of Michigan employers with successful ergonomic innovations and successes will be shared. (See sidebar for dates and locations of the seminars.)

Outreach activities will also include an Ergonomic Development Program. Employers identified by their SIC codes will be offered consultation services at their facilities. Initially a strategy meeting will be conducted to gain owner and management commitment for ergonomic improvements. Analysis will be conducted to identify the Incidence Rate, Strain and Sprain Case Rate and MSD Case Rate. A hazard survey will be conducted to identify the job risk factors associated with the MSDs. A written proposal will be submitted with recommendations for appropriate ergonomic corrective action. The CET consultant will work with the employer in implementing the recommendations.

The **MIOSHA CET Division** is available to support your ergonomics safety and health needs. For additional information or to schedule a site visit to your facility by a CET consultant call **517.322.1809**. You can also visit our MIOSHA website at: **www.cis.state.mi.us/bsr** for information. ■

Bloodborne Infectious Diseases

Cont. from Page 5

ries with sharp instruments or needlesticks. These employees must be offered testing for antibody to hepatitis B surface antigen (anti-HBs), one or two months after the completion of the three-dose vaccination series. Employees who do not respond to the primary vaccination series must be offered a second three-dose vaccine series and retested. Non-responders must be offered medical evaluation. The MIOSHA requirement of offering the antibody to hepatitis B surface antigen prior to offering the first series of the hepatitis vaccination still remains.

The Centers for Disease Control and Prevention (CDC) is the U.S. Public Health Service agency responsible for issuing the above guidelines for OSHA/MIOSHA enforcement. Their latest guideline regarding hepatitis B entitled "Immunization of Health-Care Workers: Recommendations of ACIP and HICPAC" can be found in Vol. 46, No. RR-18, 12/26/1997, Morbidity and Mortality Weekly Report (MMWR). The website: http://www.cdc.gov/epo/mmwr/preview/mmwrhtml/00050577.htm contains the report.

Confidential Medical Evaluation

The employer is still required to make immediately available a confidential medical evaluation and follow-up to an employee reporting an exposure incident. Today, according to the CDC, hepatitis C (HVC) is the most common bloodborne infection in the United States. (Please see graph for Michigan cases.) There is no vaccine available for this virus. After report of an exposure incident, evaluation and follow-up are required. Current recommendations may be found in the CDC Morbidity and Mortality Weekly Report: "Recommendations for Prevention and Control of hepatitis C Virus (HCV) Infection and HCV-Related Chronic Disease," October 16, 1998, Vol. 47,No. RR-19. The website: http://www.cdc.gov/epo/mmwr/preview/mmwrhtml/00055154.htm contains the report.

Current HIV post-exposure follow-up recommendations for an exposure incident are found in the CDC Morbidity and Mortality Weekly Report: "Public Health Service Guidelines for the Management of Health-Care Worker Exposures to HIV and Recommendations for Postexposure Prophylaxis," May 15, 1998/Vol. 47/ No. RR-7. The website: http://www.cdc.gov/epo/mmwr/preview/mmwrhtml/00052722.htm contains the report.

In all confidential medical evaluations and follow-up after an exposure incident, the required laboratory tests must be conducted by an accredited laboratory. The employer must have a copy of a current certificate proving that the laboratory is accredited by a national accrediting body. Certificates from the American Association of Blood Labs, College of American Pathologists, the Joint Commission on Accreditation of Healthcare Organizations, or an equivalent state agency which participates in a recognized quality assurance program will be recognized by OSHA/MIOSHA.

Multi-employer Worksites

OSHA has clarified their policies on multi-employer and related worksites in certain situations. Employment agencies are now defined as agencies who refer job applicants to potential employers, but do not put these workers on the payroll or otherwise establish an employment relationship. These agencies will not be responsible for the workers they refer. The company that uses these workers, e.g., a hospital, is the employer of these workers and shall be held responsible for all requirements of the bloodborne infectious diseases rules that apply to the situation.

Personnel services are defined as firms who employ medical care staff and service employees who are assigned to work at hospitals and other healthcare facilities that contract with the firm. Typically, these employees are on the payroll of the personnel services firm, but the healthcare facility exercises day-to-day supervision over them. OSHA shall hold the personnel services firm responsible for only the following categories: (1) hepatitis B vaccinations, (2) post-exposure evaluation and follow-up, (3) recordkeeping, (4) generic training, and (5) any responsibilities that the personnel services firm actually knew and where the firm failed to take reasonable steps for correction with the host employer. The home health services industry has been defined as companies whose employees provide home health services in private homes. These employers may not be held responsible for site-dependent provisions when the hazard is site-specific.

In applying responsibilities to physicians, the status of the physician is important. Physicians who are unincorporated sole proprietors or partners in a bona fide partnership are employers and responsible if they employ at least one worker (such as a technician or secretary). These physicians can be held responsible if they create or control bloodborne hazards that expose employees at hospitals or other sites where they have staff privileges. Physicians may be employed by a hospital or other healthcare facility or may be members of a professional corporation and conduct some of their activities at host employer sites where they have staff privileges. Professional corporations are the employers of their physician-members and must comply with the first four categories listed above.

Other Revisions

The directive continues to require effective employee training and education for all bloodborne pathogens for which they are at risk, including hepatitis C. It stresses "interactive" training sessions rather than just the use of films or videos that do not provide the opportunity for discussion with a qualified trainer. When safer devices are implemented, hands-on training is necessary, and employers are encouraged to include employee participation in the selection process.

OSHA/MIOSHA have expanded their list of "appropriate disinfectants" to be used to clean contaminated work surfaces. Appropriate disinfectants include a diluted bleach solution, as well as disinfectants tested for effectiveness and listed as List A, B, or D (not C) by the U.S. Environmental Protection Agency (EPA). Often, labels on the disinfectant will provide the EPA listing. EPA refers the public to an academic website, the National Antimicrobial Information Network, a cooperative venture between Oregon State University and EPA, for those lists. The website: http://nain.orst.edu/lists.htm contains the disinfectant lists.

Appendices have been updated to reflect the new requirements. They include the following: examples of committees in health care facilities; sample engineering control evaluation forms; an Internet resource list; and a sample exposure control plan.

Conclusion

MIOSHA seminars explaining these new enforcement procedures in more depth will be scheduled beginning this winter. Health care professionals attending these sessions will be able to express their concerns regarding these enforcement procedures to MIOSHA. Interested health care professionals should contact their professional associations for details.

This compliance directive can be found on the OSHA website at: www.osha.gov under the "Regulations/Compliance Directives" link. Questions regarding CDC recommendations can be directed to the **Michigan Department of Community Health, at 517.335.8165**. Questions regarding the compliance directive can be directed to the **MIOSHA Consultation Education and Training Division, at 517.322.1809.** ■

Bloodborne Seminars

These health care associations are co-sponsoring MIOSHA's statewide training. Contact your association for details.

Michigan Dental Assistant Assn.
Nancy Van Hofe
(Contact Becky Forest below.)
Michigan Dental Hygiene Assn.
Becky Forest: 517.484.1352
Michigan Registered Nurses Assn.
Elaine Flanagan: 313.745.1708
Michigan Health and Hospital Assn.
Peggy Swirczek: 517.886.8329
Michigan LPN Association
Anne Rambsy: 517.882.6657
or toll free 888.280.MLPN
(Medical & Nursing Assistants are welcome to attend.)
Michigan Osteopathic Association
Sarah Carson: 517.347.1555
Michigan State Medical Society
Education Coordinator: 517.337.1351

Health & Safety Technology *of the* New Millennium

Ninth Annual Conference
Sponsored by:

Safety Council for Southeast Michigan

December 7, 2000
Northfield Hilton, Troy

For More Information Contact:
Ed Ratzenberger
248.557.7010

DEQ Building Photo Correction

This photo was used with the "Anatomy of an Accident" article on Page 3 in the Summer 2000 issue of the *MIOSHA News*. It was used to illustrate the type of multiple-floor structure described in the article–and in no way was the author implying that the building was the site referred to in the article. Unfortunately, some readers thought the photo was directly connected to the article.

The article detailed the general conditions that contribute to many accidents on multi-employer worksites. The point of the article was that each employer must take responsibility for the conditions they create, allow to continue, or permit to exist in their work area.

We apologize for any confusion relating to the contractors involved in the construction of the Department of Environmental Quality (DEQ) building in Lansing. In particular, The Christman Company is the construction manager on the project and our records reveal they have an excellent MIOSHA history. MIOSHA has inspected them 14 times during the past 24 months and they were found to be in compliance in 100 percent of those inspections. The average compliance rate for construction employers in Michigan is about 30 percent.

Back to the Basics...Industrial Hygiene 101

By: Jenelle K. Thelen, Industrial Hygienist
Consultation Education & Training Division

Back to the basics is the focus for many educators and parents this fall as students head back to school and are expected to master reading, writing and arithmetic.

Back to the basics for MIOSHA is Act 154 (1974 as amended) which states: "An employer shall furnish to each employee, employment which is free from recognized hazards that are causing, or are likely to cause, death or serious physical harm to employees [408.1011 Sec. 11.(a)]."

How well do you manage recognized hazards, especially those "invisible" hazards?

Welcome to the art and science of industrial hygiene. Industrial hygiene focuses on the anticipation, recognition, evaluation and control of these seemingly invisible hazards. The MIOSHA Consultation Education and Training (CET) Division would like to assist employers with their industrial hygiene/occupational health challenges. The Introduction to Industrial Hygiene seminars will focus on basic principles, and has been designed for general industrial manufacturing with a special emphasis in spray finishing operations.

Topics will include:

- Air Contaminants,
- Engineering Controls,
- Respiratory Protection,
- Flammable and Combustible Liquids,
- Occupational Noise Exposure, and
- Industrial Hygiene Instrumentation.

For more information on training opportunities or to schedule a site visit with a CET safety or health consultant, contact the **MIOSHA CET Division at: 517.322.1809.** ■

Industrial Hygiene Seminars

Date	Location
October 24, 2000	Grayling
November 7, 2000	Grand Rapids
December 12, 2000	Southfield
January 10, 2001	Saginaw
February 22, 2001	Kalamazoo
April 3, 2001	Escanaba

For details on the October - January seminars, please check the Education & Training Calendar on page 13. Details on the remaining seminars will be in future issues.

SET Grants

Cont. from Page 6

Michigan Health and Hospital Association will continue to implement an ergonomics-related prevention program tailored to individual nursing and personal care facilities. The project focuses on back injury, and will also address shoulder strain, carpal tunnel syndrome, pinched nerves, etc. Onsite ergonomic evaluations will be provided along with staff training.

Michigan Road Builders Association will provide interactive presentations, workshops and courses for contractors, management, supervisory and line workers. The training will include: Heavy/Highway Contractor updates; MIOSHA standards; Bridge Contractor Safety seminar "Safety Day" presentations; fall protection and scaffolding safety; technical assistance; and a quarterly newsletter.

Michigan State University/Labor Program Service will deliver a series of training programs directed toward contractors, their employees, and fire service personnel exposed to the hazards of trenching and excavation operations. A four-hour "Awareness and Recognition" program will enhance the ability of construction workers and fire fighters to recognize the dangers involved in these operations and to protect employees.

North Central Michigan College will provide occupational safety and health training to employers and employees in the seven counties served by the college. They will design, develop and deliver targeted safety training for nursing and personal care facilities, building construction and plastic industries.

PASSES will conduct workshops in four high schools in Wayne County. During the four-hour course, students will be trained in hazard recognition, workplace size-up and the use of protective equipment. The main focus will be on five high-risk areas: chemical handling, lifting, working alone, operating equipment and on-the-job rights. Prior to conducting their workshops, they will train teachers (train-the-trainer) from Wayne, Oakland and Macomb County, and expand into Kalamazoo and Port Huron.

United Auto Workers (UAW) will train and develop onsite health and safety committees to implement health and safety programs at small companies. The train-the-trainer approach will be used to conduct site-specific hazard training. The details of technical prevention (lockout, ergonomics, confined spaces chemical hazard control) will be shared with employers and employees in joint sessions.

University of Michigan, Center for Ergonomics will distribute and evaluate the introductory ergonomics training module on CD-ROM, developed during the 1997 grant year. A study guide will be distributed to supplement the training on the CD-ROM. The project will also provide technical assistance and training to 12 selected companies who have received the ergonomics training on CD-ROM to assist them in developing ergonomics programs, analyze jobs and implement interventions. ■

How To Contact Us

MIOSHA Complaint Hotline	**800.866.4674**
Fatality/Catastrophe Hotline	**800.858.0397**
General Information	**517.322.1814**
Free Safety/Health Consultation	**517.322.1809**

Director	517.322.1814	Doug Earle
Deputy Director	517.322.1817	Deborah Grether
Deputy Director	517.322.1817	Doug Kalinowski

DIVISION	PHONE	CHIEF
Appeals Division	517.322.1297	Diane Phelps
Construction Safety Division	517.322.1856	Richard Mee
Consultation Education &Training Division	517.322.1809	Maryann Markham
Employee Discrimination Division	248.888.8777	Jim Brogan
General Industry Safety Division	517.322.1831	Martha Yoder
Information Division	517.322.1851	Ron Morris
Occupational Health Division	517.322.1608	John Peck
Standards Division	517.322.1845	Connie Munschy
Wage & Hour Division	517.322.1825	Bill Strong

Website: www.cis.state.mi.us/bsr

If you would like to subscribe to the MIOSHA News, please contact us at 517.322.1809 and provide us with your mailing address. Also if you are currently a subscriber, please take the time to review your mailing label for errors. If any portion of your address is incorrect, please contact us at the above number.

MI SHA NEWS

Consumer & Industry Services
Bureau of Safety & Regulation
Director: Douglas R. Earle

MIOSHA News is a quarterly publication of the Bureau of Safety & Regulation, which is responsible for the enforcement of the Michigan Occupational Safety and Health Act (MIOSHA).

The purpose is to educate Michigan employers and employees about workplace safety and health. This document is in the public domain and we encourage reprinting.

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P.O. Box 30643
7150 Harris Drive
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Bulk Rate
U.S. Postage
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Permit No. 1200

(15,000 copies printed at a cost of $7,500 or $0.50 per copy.)